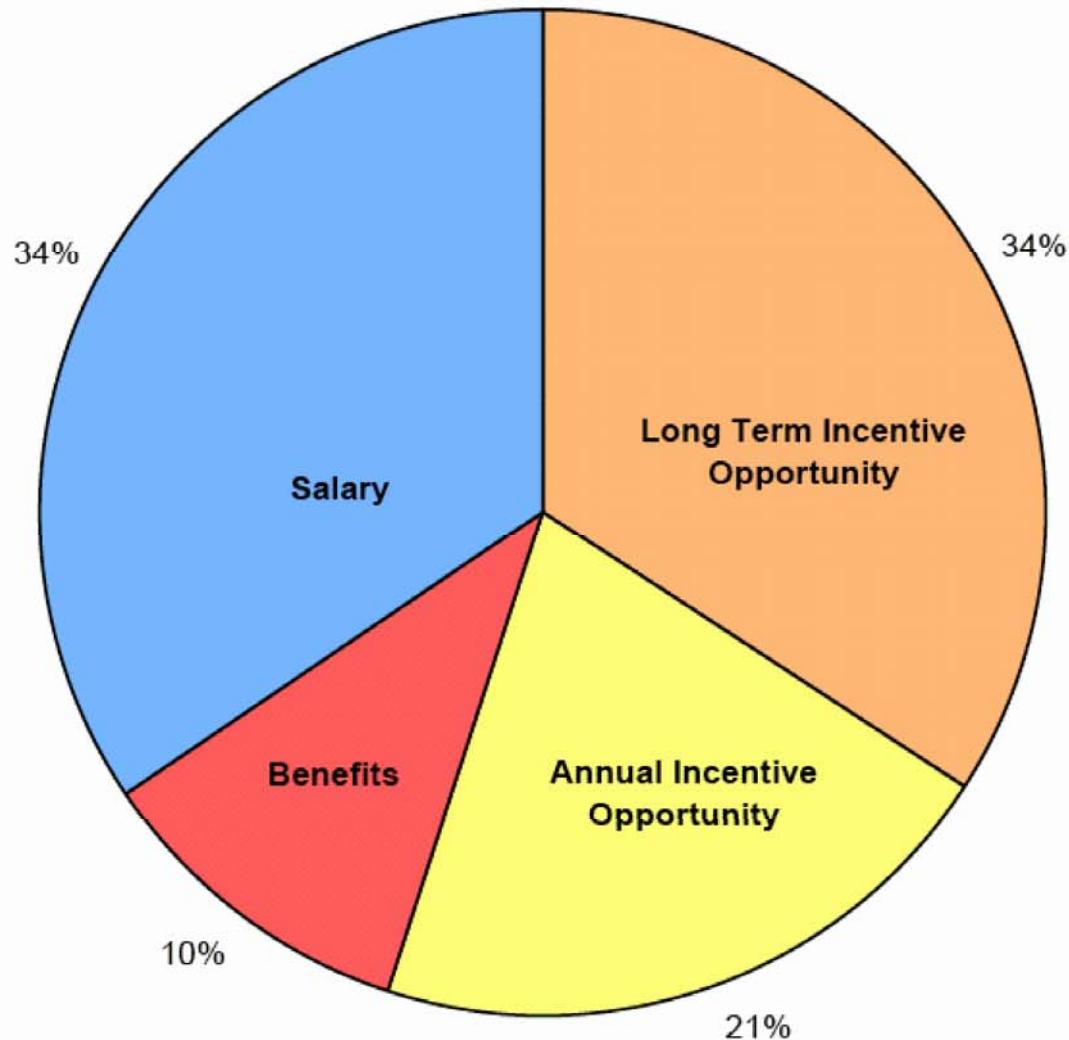
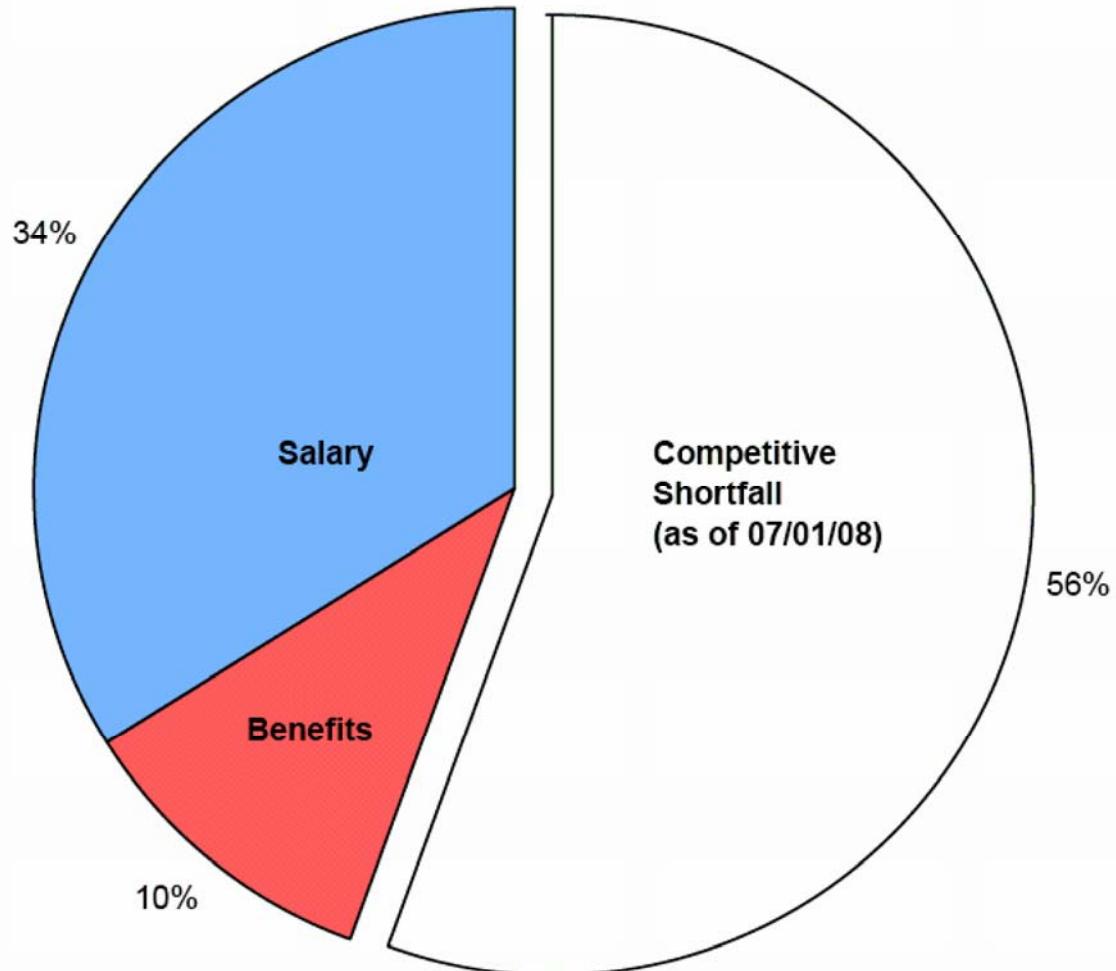


Exhibit A

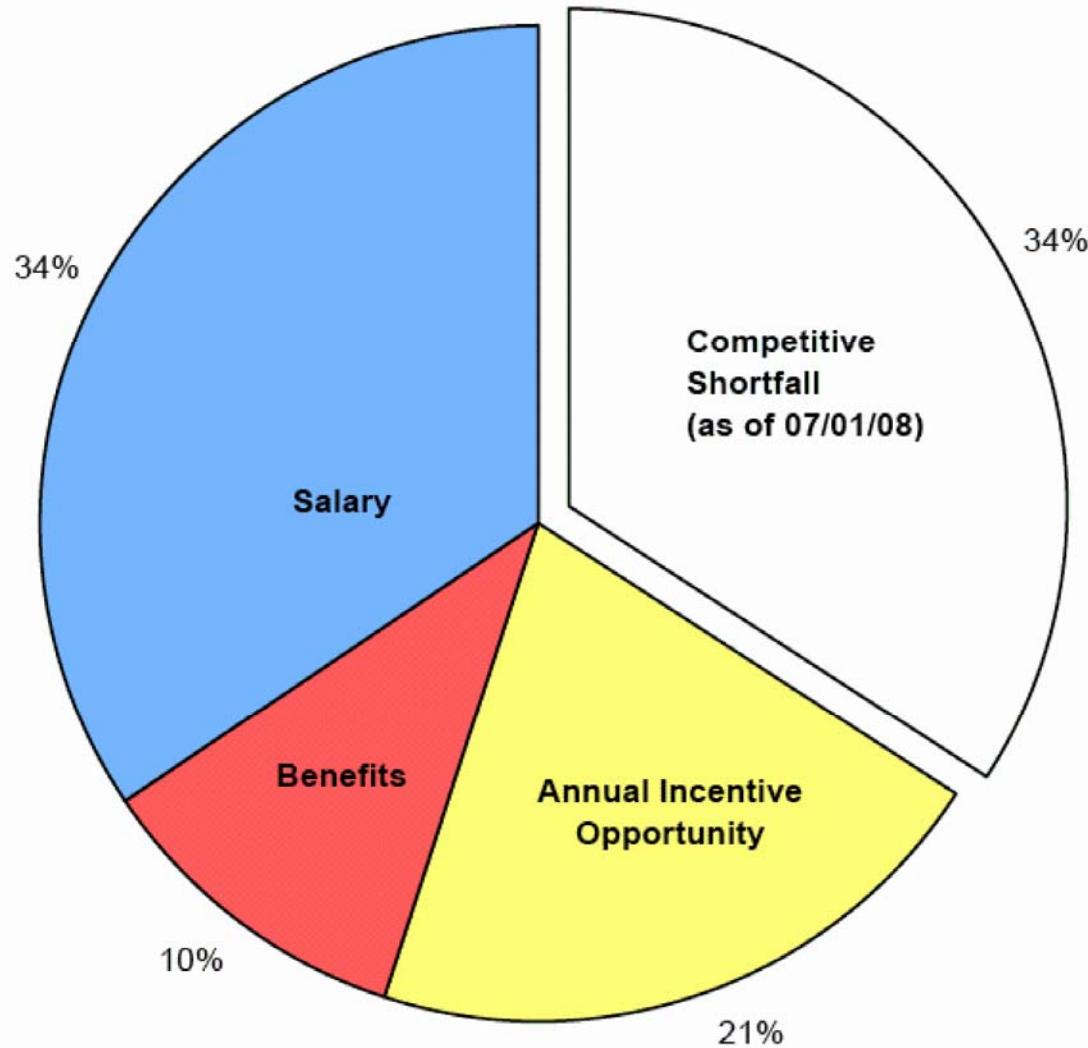
Competitive Executive Compensation Structure All Executives



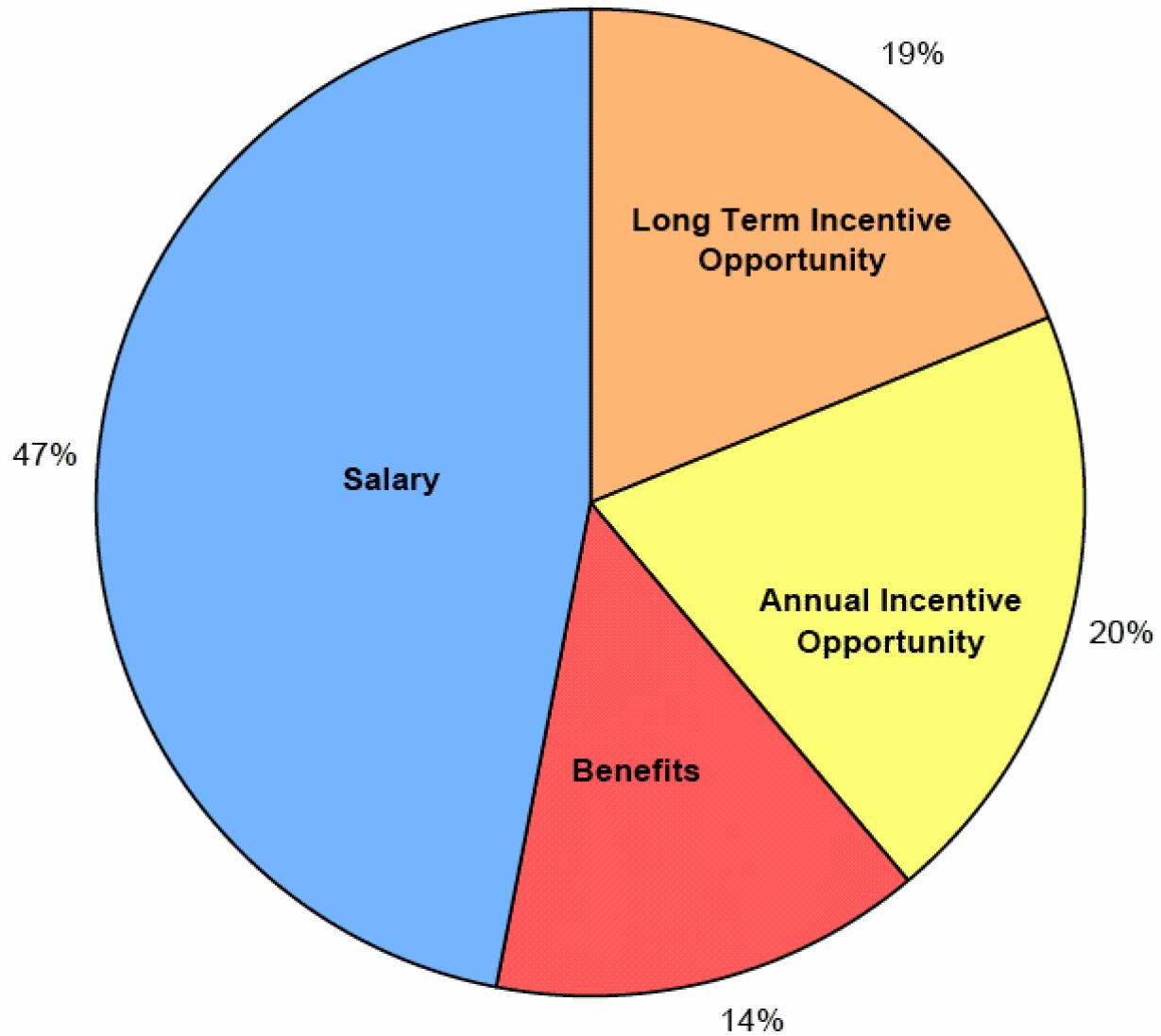
Delphi Executive Compensation Structure As Of July 1, 2008 – All Executives



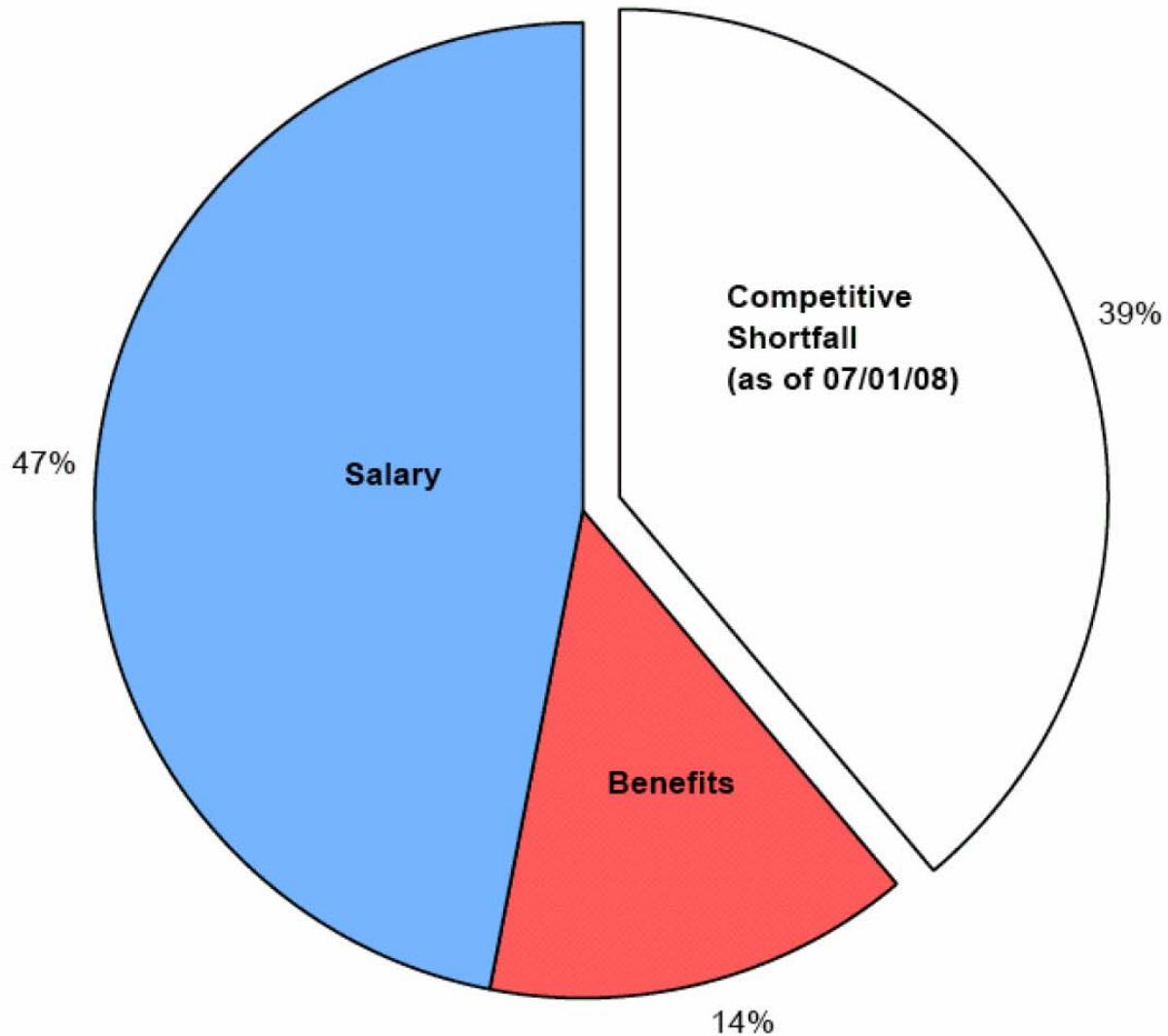
Delphi Executive Compensation Structure If Second Half 2008 AIP Approved – All Executives



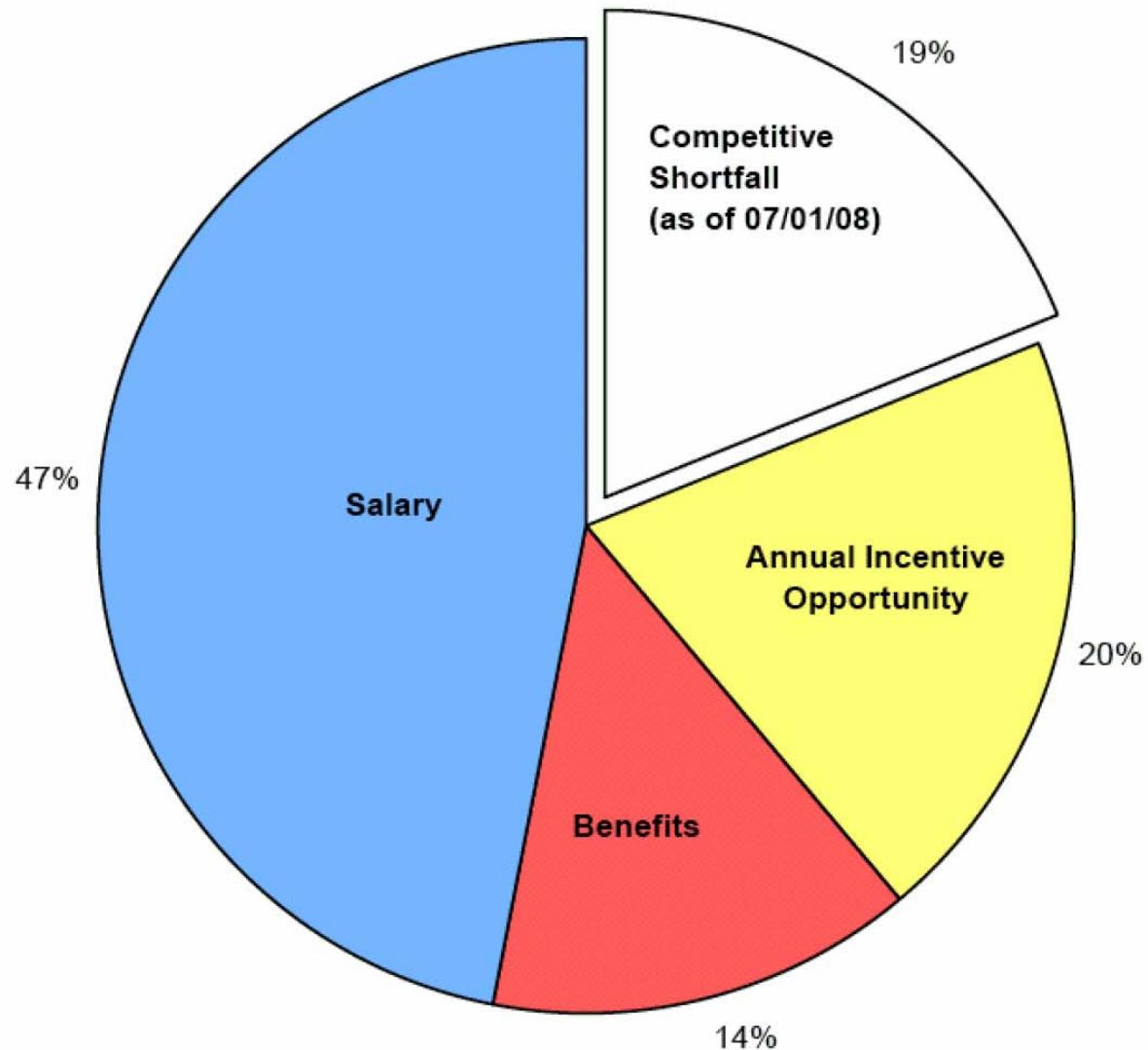
Competitive Executive Compensation Structure Non-DSB



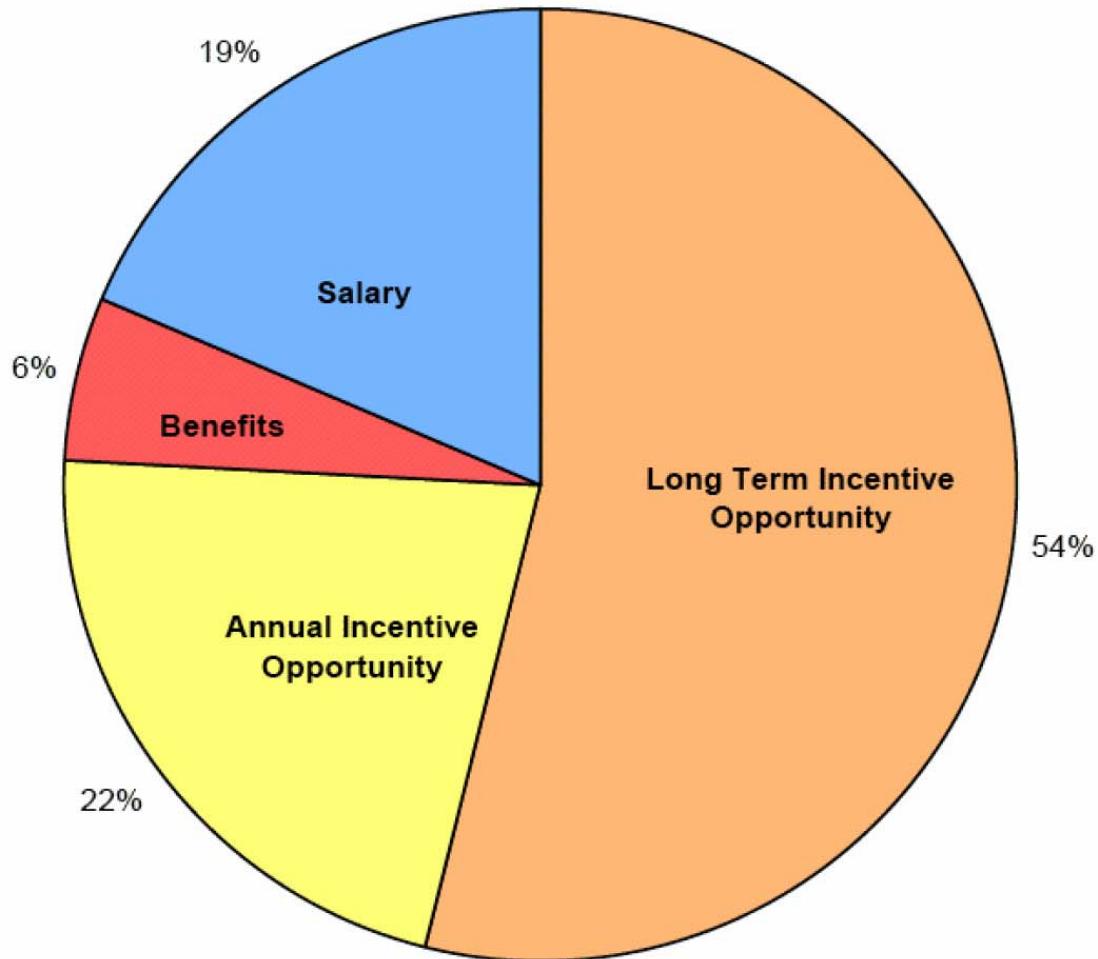
Delphi Executive Compensation Structure As Of July 1, 2008 – Non-DSB



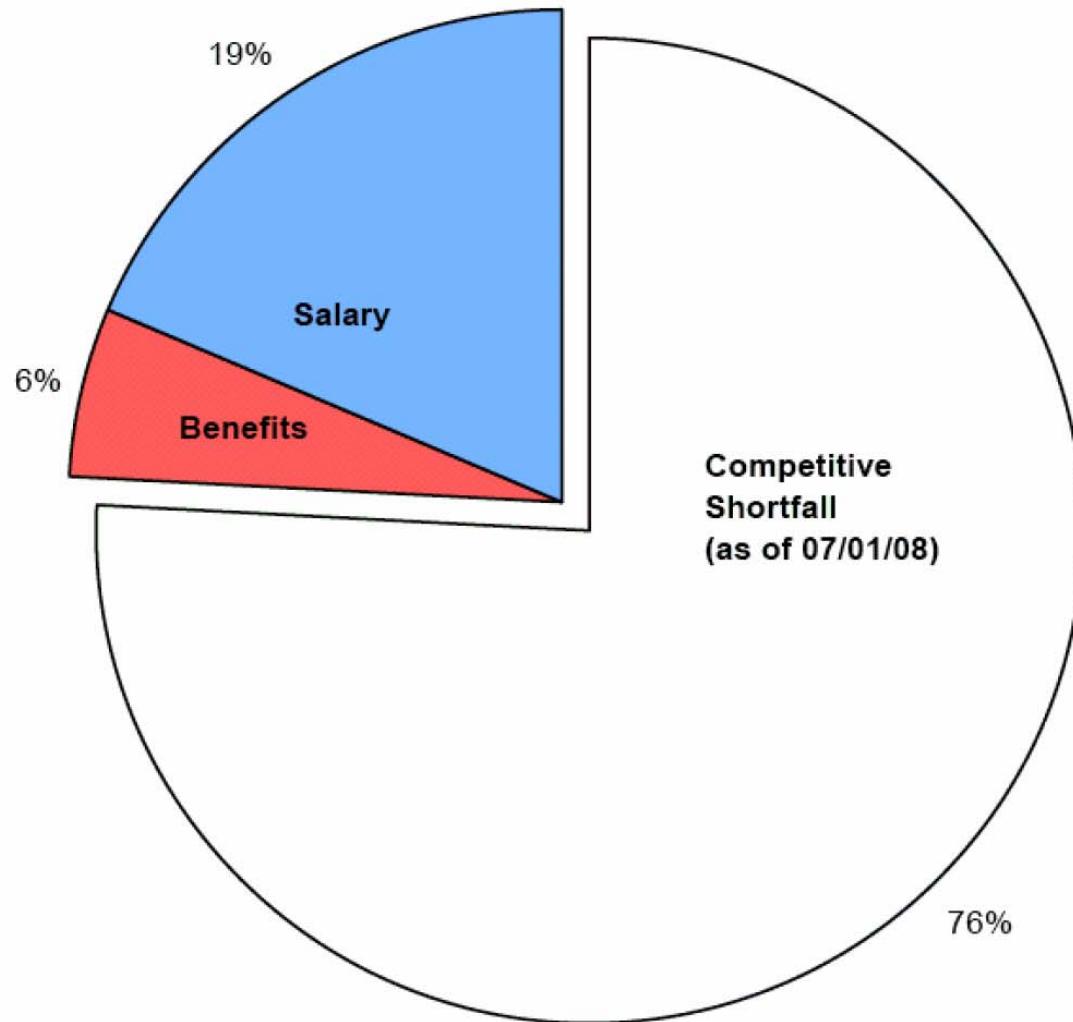
Delphi Executive Compensation Structure If Second Half 2008 AIP Approved – Non-DSB



Competitive Executive Compensation Structure DSB



Delphi Executive Compensation Structure As Of July 1, 2008 – DSB



Delphi Executive Compensation Structure If Second Half 2008 AIP Approved – DSB

